QB4005: Understanding and Managing Behaviour in Organisations.  SEPTEMBER 2022 Assignment 1 (40% weighting) The task: Write an ESSAY of 1500 words (+/- 10%) excluding bibliography on the following topic: Discuss, with appropriate theories and concepts, what you regard as three best approaches to improve gender diversity at the senior leadership level in international organisations in Qatar. Essay topic background: Studies have shown that gender diversity in organisational leadership benefits organisations and societies from various perspectives. These studies have, however, underlined that despite significant shifts towards greater acceptance of women in leadership roles over the last 50 years, women are still underrepresented in organisational leadership (to varying degrees) everywhere in the world. A range of remedial solutions have been considered in different countries, from focusing on education that abolishes the traditional gender roles, to setting gender quotas for boards of directors by legislative bodies. You task is to critically analyse what you regard as the most important solution that can tackle the problem of gender diversity in senior leadership positions in organisations. Important points to note: • You should refer to examples of real-life company/ country case studies in your essay. • You should justify your choice of solution by, among all, justifying why it is the best way and what you regard as ‘the best’ in this context (e.g. is it the fairest? the quickest? the most enduring?) • Your essay should adopt a conventional essay structure i.e. introduction, main body of essay and discussion followed by conclusion • You must indicate the wordcount on your essay. Please note, for every 100 words extra, the mark will be deducted by 1 CGS point • Please use the Harvard internal citation style. For example, (Ehsani, 2010, p.135). • In addition to the textbook and the lecture materials, you can use the following references as guidance. However, you are strongly recommended to use other resources which would help you further develop a convincing and strong argument. Ely, R. J. and Thomas, D. J. (2001). Cultural diversity at work: The effects of diversity perspectives on work group diversity and outcomes. Administrative Science Quarterly, 46, pp. 229-273. Hoyt, C. L. (2010). Women, men, and leadership: Exploring the gender gap at the top. Social and Personality Psychology Compass, 4(7), pp. 474-498.

Klettner, A., Clarke, T., Boersma, M. (2016). Strategic and Regulatory Approaches to Increasing Women in Leadership: Multilevel Targets and Mandatory Quotas as Levers for Cultural Change. Journal of Business Ethics, 133, pp. 395-419. Randsley de Moura, G., Leicht, C., Leite, A. C., Crisp, R. J. and Gocłowska, A. M. (2018). Leadership diversity: Effects of counter stereotypical thinking on the support for women leaders under uncertainty. Journal of Social Issues, 74(1), pp. 165-183 Seierstad, C., Tatli, A., Aldossari, M. and Huse, M. (2021). Broadening of the field of corporate boards and legitimate capitals: An investigation into the use of gender quotas in corporate boards in Norway. Work, Employment and Society, 35(4), pp. 753-773. Sojo, V. E., Wood, R. E., Sally, A., Wood, S. A. and Wheeler M. A. (2016). Reporting requirements, targets, and quotas for women in leadership. Leadership Quarterly, 27(3), pp. 519-536. Submission: The due date for your assessment is: 22nd September at 23:59 pm. The submission is via MyAberdeen, and you are required to include your student ID on the coversheet of your assessment. Questions: In the spirit of transparency and equity, queries about the assessment will not be answered by email. Instead, all queries should be posted in the FAQ discussion board which is specifically allocated for this assessment, and will be answered by the teaching team on the discussion board so they are accessible to all and everyone can benefit from them. The deadline for posting queries is 15th September, at 23:59. Queries posted after this time, will not be answered.